

## DEPARTMENT OF PERSONNEL ADMINISTRATION

### LABOR RELATIONS DIVISION

1515 "S" STREET, NORTH BUILDING, SUITE 400  
SACRAMENTO, CA 95814-7243



April 13, 2006

Rick Mattos, President  
California Association of Highway Patrolmen  
2030 V Street  
Sacramento, CA 95818

Dear Mr. Mattos:

Consistent with statutory requirements, the State is prepared to begin negotiations with CAHP, Bargaining Unit 5, for a successor contract and submits the attached initial bargaining proposals.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

We look forward to receiving the CAHP's proposals and beginning negotiations.

Sincerely,

Diane Navarro  
Labor Relations Officer

Attachment

**State Sunshine Collective Bargaining Proposals  
For inclusion in the Agreement with the  
California Association of Highway Patrol (CAHP)  
Bargaining Unit 5**

The State employer asserts that each and every provision of the contract, all side letters, addenda, amendments or other modifications to the contract are subject to renegotiation upon expiration of the contract. The State employer further asserts that any side letter, addendum, amendment or other modification to the contract that is not renegotiated and/or incorporated into the contract is superseded and no longer in effect.

The State employer will consider any proposal that is within scope and is particularly interested in receiving proposals that would provide management maximum flexibility to maintain optimum public service, achieve cost savings and/or improve efficiency in State operations.

The State employer is prepared to negotiate language over compensation proposals utilizing a total compensation approach to employee compensation and benefits.

**Article V – Grievance, Arbitration, Complaint and Disciplinary Procedures**

The State employer proposes to update the arbitration process to include a provision that an arbitrator's award with a cost impact to the State of \$250,000 or more requires legislative approval pursuant to SB 621.

**Article XVIII - Committees**

The State employer proposes to delete the Work and Family Programs Committee Section of the contract pursuant to the expiration of the enabling legislation.

**Article XIX - Entire Agreement**

The State employer proposes to update the entire agreement provision to include the new provisions of Government Code Sections 3517.63, 19829.5, and 19829.6 (SB 621) which require that any agreement reached requiring expenditure of funds of \$250,000 or more shall be submitted to the California Legislature for approval before it is binding on the parties, as well as other changes that may be necessary.

**General Information**

The State employer reserves the right to add, modify, delete or otherwise change proposals during the course of negotiations.